Job Title: STEMbyTAF Transformation Coach

Department | Education Team
---|---
Reports To | Nina Sotonmayor Distinguished Transformation Coach
Salary Range | $65,000 to $75,000
Post/Close | Open
Classification | Exempt/Full Time (40 Hours)
Week Schedule/Hours | Monday - Friday
Location | Federal Way Elementary Schools

Summary

The STEMbyTAF Transformation Coach provides a broad range of instructional support to teachers at STEMbyTAF Transformation partner schools. The instructional support is grounded in racial equity. PBL is the vehicle that TAF uses to deliver equitable practices. Professional development can be delivered in small, whole group, and/or online mediums and focused primarily on building the capacities of teachers’ understanding of STEMbyTAF Model which centers equity in its four pillars; interdisciplinary project-based learning, STEM integration, education technology, and college and career readiness. A variety of coaching methods are used to promote adult learning and support professional growth.

The STEMbyTAF Transformation Coach supports teachers and leaders at partner sites with the development and implementation of PBL projects and students’ presentations of learning. The STEMbyTAF Transformation Coach contributes to the creation of professional development tools for the STEMbyTAF model. The STEMbyTAF Transformation Coach will report to the Distinguished Transformation Coach.

Essential Duties & Responsibilities

Communication and Building Relationships

- Builds trusting relationships with teachers to enable discussion, reflection, and inquiry
around teaching practices

- Encourages reflective dialogue by asking open-ended questions, and using problem and paraphrasing techniques
- Understands that listening and learning are the keys to developing a successful coaching relationship
- Creates structures and processes for collaborative work that promotes collegiality and shared responsibility
- Engages all adults in change efforts that leverage assets and considers challenges in schools and communities. (Looks like: Optimizing Potential, Situational Awareness, Asset-based Approach
- Creates structures and processes that promote trust, collegiality and builds on shared expertise
- Fosters a professional learning culture grounded in adult learning theory and research-based Transformation strategies
- Partners with building leaders to support teacher learning and improves student achievement

**Professional Development**

- Offers instructional support to teachers to cultivate a culture of inquiry and problem-solving for students and self
- Speaks with authority and accuracy about STEMbyTAF’s vision for PBL, according to the STEMbyTAF PBL Practitioners Rubric
- Instruct and Support teachers in their implementation of STEMbyTAF project-based learning in schools with teachers
- Advocates for equitable academic, civic, and social-emotional outcomes to eliminate race-based disparity
- Skillfully facilitates ongoing, job embedded professional development for teachers: 1:1, small and whole group
- Builds teachers capacity to integrate technology into PBL for collaboration, research and domain specific software to support project implementation
- Differentiates professional development opportunities based on student data and adult learning priorities
- Special projects comprise 10-15% of role dependent upon experience and organizational needs

**Data Analysis and Student Achievement**

- Bases all coaching and professional development decisions on teacher and student data
- Assists teachers in analyzing student data and designing differentiated Transformation
- Collaboratively monitors student progress to sustain continuous improvement
- Documentation and Codification
- Complete all reporting requirements for position
- Documents transformative practices developed and utilized at TAF Transformation Partner sites
• Complete and update annual work plan

**Lifelong Learner**

• Consistently seeks new experiences and opportunities for learning
• Demonstrates deep reflection both verbally and in written form

## Qualifications & Skills Required

### Required Education, Experience, and Competencies.

**Required**

• Excellent organization, time management and follow-up skills; high sense of urgency; demonstrated ability to successfully handle multiple projects concurrently; ability to work independently.
• Excellent written and verbal communication skills, and ability to present to diverse audiences, specifically racially, ethnically, and socioeconomically diverse communities.
• Openness to participate in racial equity work to recognize personal bias and improve performance through a racial equity lens.
• Demonstrate the highest standards of honesty, integrity, flexibility and responsiveness.
• Experience in underserved schools and communities
• Experience related to adult learning (e.g. professional development, mentoring, teaching)
• Experience facilitating effective conversations about race and equity with adults.
• Ability and willingness to innovate independently and try things out.
• Ability and willingness to be flexible and responsive (within reason) to role responsibilities.
• Bachelors degree in education and related field experience

### Education & Experience

**Highly Preferred**

• Masters degree in education or related field experience
• Knowledge of school and district organization and policy
• Program and/or Project management experience
• Classroom experience and/or relevant experience in the field of education

**Preferred**

• Demonstrated ability to capture, analyze and make programmatic changes based on collected data
• Moderate to high proficiency and or aptitude in Microsoft Windows Operating System; and Microsoft Suite
Language Skills

Fluent in other language is a plus

Benefits

- Medical: 100% Medical paid by Employer for staff and dependents up to 18 years of age
- Vacation: 2-weeks of accumulated vacation and an extra week of vacation in summer when the organization shuts down
- Sick: 2-weeks of accumulated paid sick leave

Application Directions:

Apply for this position with your resume and cover letter through the job posting at https://techaccess.org/careers. In addition, please prepare and email your racial equity statement to the Attention of HR at tafjobs@techaccess.org.

Racial Equity Statement Directions:
Write a brief personal, racial equity statement describing your skills and experience engaging with issues involving diversity, racial equity, and inclusion or in advancing racial equity in organizations. This statement should not exceed 300 words.

No phone calls, please.

TAF complies with the Civil Rights Act of 1964 (Title VII) and Equal Employment Opportunity (EEO) and follows guidelines to select the best-qualified person for each position within the organization. No employee or applicant will be discriminated against because of race, creed, color, religion, gender, sexual orientation, national origin, age, or other physical or mental disability.